

CITY OF SPOKANE ETHICS COMMISSION

Ethics Commission's Findings, Conclusions and Decision Regarding Complaint filed by Johann Joseph against Patti Kendall-Bauer

FINDINGS

The Ethics Commission makes the following findings:

1. On or about August 14th, 2025, Johann Joseph filed an ethics complaint against City of Spokane employee Patti Kendall-Bauer.
2. Mr. Joseph alleged that Ms. Kendall-Bauer fabricated evidence, submitted false reports for employee evaluation, and engaged in bullying and harassment. "Patti reviews my reports and sends 'negatives' that impact my overall evaluation. Along with Josh Kent, I started fact checking the reviews and found out the negative reports were faked to lower my evaluation scores." Mr. Joseph's complaint fails to list a specific section of SMC 1.04B.050 that he alleges Ms. Kendall-Bauer has violated.
3. On August 18th, 2025, Staff Director Megan Kapaun forwarded the complaint to the Ethics Commission.
4. In the time between the complaint being alleged and the next meeting of the Ethics Commission, Staff Director Kapaun reviewed the complaint for jurisdictional issues pursuant to SMC104B.150A to see (1) if Ms. Kendall-Bauer is subject to the Code of Ethics and (2) if the alleged conduct, if found to be true constitutes prohibited conduct in violation of any provision of SMC 1.04B.050. Staff Director Kapaun determined that Ms. Kendall-Bauer is subject to the Code of Ethics and that the alleged conduct, if true, is not a violation of SMC 1.04B.050 and recommended to the Ethics Commission that at the September meeting the complaint be dismissed.
5. On September 17th, 2025, the Ethics Commission held a meeting to review the complaint to determine whether, pursuant to SMC 01.04B, the Commission had jurisdiction to conduct further proceedings and whether the complaint, on its face, alleges facts that, if true, would substantiate a violation. At the meeting, the Commission considered the August 14th, 2025 complaint filed by Mr. Joseph in conjunction with the Code of Ethics listed in SMC 1.04B.050.

CONCLUSIONS

The Ethics Commission makes the following conclusions:

The complaint met the requirement 1.04B.140 with respect to the complaint being submitted on the correct form and by alleging a violation against Ms. Kendall-Bauer as a staff member in the City of Spokane who is subject to the Ethics Code. The Commission determined that complaint failed, however, to identify any specific acts committed by Ms. Kendall-Bauer that if true would be a violation of the Code of Ethics and therefore failed to meet the requirement of being an ethics violation under SMC 01.04B.050. The conduct alleged in Mr. Joseph's complaint relates to various personnel policies and collective bargaining agreements regarding workplace conduct, anti-harassment/bullying, performance review, ADA compliance, etc. Pursuant to the collective

bargaining agreement, complaints that are personnel matters in nature are to be addressed with the City's Human Resources Department. Mr. Joseph's complaints are required to be processed and potentially investigated by Human Resources.

DECISION

Based upon the Findings and Conclusions set forth above and the deliberation of the Ethics Commission, the Ethics Commission concludes that the complaint against Ms. Kendall-Bauer by Mr. Joseph failed to identify any specific acts committed by Ms. Kendall-Bauer that, if true, would be a violation of the Code of Ethics and therefore failed to meet the requirement of being an ethics violation under SMC 01.04B.050. In addition, the complaint must be dismissed pursuant to SMC 01.04B.200 on the basis that it could be an unfair labor practice for the Ethics Commission to make an Ethics Code decision on an Human Resources matter.

This decision was approved by a vote of 5 to 0 of the Ethics Commission members present for and participating in the hearing.



Jennifer Huffaker

9/17/25

Date